



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR INTELLIGENCE
WASHINGTON DC 20310-1001

DAMI-CP (690-13)

MEMORANDUM FOR SENIOR INTELLIGENCE OFFICERS

74 DEC 2001

SUBJECT: Change in Civilian Human Resource Management Partners – Working Towards Excellence

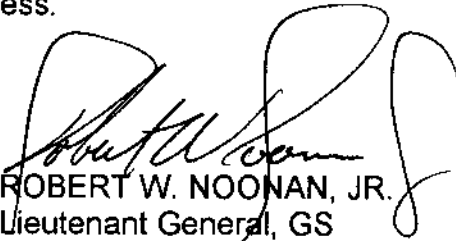
1. Many of you have already heard that we have changed the partners that provide "centralized" civilian human resource management servicing to the intelligence commands in the greater Washington DC area and in the Southeast United States. This change was necessitated by the HQDA decision to close the Northeast Civilian Personnel Operations Center at Fort Belvoir, effective October 2001, and the Southeast Civilian Personnel Operations Center (CPOC) at Fort Benning, effective March 2002.
2. We now obtain our servicing from Ft Huachuca! This post's Civilian Personnel Advisory Center (CPAC) provides the necessary face-to-face services and is supported by the Assistant Secretary of the Army's (Manpower and Reserve Affairs) large CPOC on post that processes the personnel actions. The Ft Huachuca CPAC also maintains some forward based personnel in the greater Washington DC area to service the many intelligence units here. The Ft Huachuca CPAC and CPOC team was chosen because of its experience with intelligence positions and good reputation for providing highly efficient, customer-oriented services. As partners in meeting key organizational goals for Army intelligence, I believe they can significantly impact our ability to attract, sustain and develop the premiere civilian workforce in the Department of Defense.
3. These organizations need your patience for the next few months. They have inherited a backlog of actions from the previous servicing organizations and have been impacted significantly by the turmoil created by the terrorist attacks on September 11. They must hire many new people to service us and they have much work yet to do to establish close relationships with each of their new customers. They will be further challenged this spring and summer when they expand their Defense Civilian Intelligence Personnel System (DCIPS) servicing to all remaining intelligence organizations in CONUS that have volunteered for centralized servicing. By then, more than two-thirds of all DCIPS employees will be serviced centrally.
4. Be assured that quality civilian human resource management servicing is a high priority for us. I have charged my civilian ADCSINT to personally review and monitor



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progress with our two servicing partners. His job is to assure that everything possible will be done to achieve our goal of providing the best possible support to our civilian workforce. While I am comfortable that we are within reach of that goal, much remains to be done. Your continued support of this endeavor and appreciation for the challenges we face is essential to our success.



ROBERT W. NOONAN, JR.
Lieutenant General, GS
Deputy Chief of Staff
for Intelligence